

EXECUTIVE COUNCIL Minutes

August 26, 2026

Roll Call: Please say “present” when your name is called. Let us know if your name is not called.

I. Minutes Approval

A. June EC

1. MSVA

II. Reports of Officers

A. President

- a. Welcome to the Exec Council. This is the meeting that allows NAFT to conduct the business of our organization. Each of you are here because you have stepped forward to help our colleagues and this organization. These meetings are conducted using Robert's Rules of Order. Each member of EC has an equal voice in these meetings. Only Elected Officers and Building Representatives (not alts) have a vote.
- b. NAFT Constitutional Objectives:
 - i. To bring the educational employees of the North Allegheny School District into a relationship of mutual assistance and cooperation;
 - ii. To obtain for said educational employees the rights and privileges to which they are entitled;
 - iii. To raise the standard of the educational system by securing the conditions essential to the best professional service;
 - iv. To promote the welfare of the children and the community by providing progressively better education opportunity for all;
 - v. To strive toward the elimination of racism, bigotry, and bias in education in all its forms;
 - vi. To promote the professional growth of its members while at the same time protecting the rights of the teachers and other educational employees.
- c. Jordan Law Firm Labor Law Seminar
 - i. This training worked through dispute resolution, grievances, and ways to control your nonverbals when dealing with difficult people/situations.
- d. Involved with several interviews for administrators over the summer.
- e. Working through the process to begin the PIC on Supplemental Contracts as well as resolving some inconsistencies with interpreting chaperone pay for athletic coaches.
- f. **Kids First: Now & Always**

B. Para Chapter President, David Sauers

- a. Year 2 of Para CBA-.6 yr agreement/ Sp ed assts.moved class higher- 7% raise, 3.0125%, all other job groups, negotiations open 2031
- b. 3rd annual para luncheon held on opening day/good attendance - improvements for next year.
- c. Contact new hires/ good time to ask non members again/ remind what union can (and did) do for them
- d. Start monthly meetings (remember to track)
- e. Reminder: the NAFT Labor Day party, September 5th, at the Cabin in North Park
- f. Questions/concerns

C. Executive VP

- a. Building Schedules: Please check your building master schedules to be sure everyone has a 30 minute lunch, 45 minute discretionary, 30 minute guided plan at

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elementary(recess), 45 minutes at least every-other-day at secondary, and student contact time should not be longer than 2.5 hours

- b. Indoor Recess: No teacher or para should be covering two rooms at one time. A classroom can be split to add to another homeroom so one adult is staying in one classroom.

D. Special Education VP, Hreha

- a. Contact your assigned coordinator with questions and concerns regarding paperwork/timelines, support with multiple grade groupings, and resource needs.
- b. Make sure your schedule has a 45 minute discretionary plan, 30 minute lunch and a daily 30-minute guided plan at elementary or 45-minute guided plan every other day at secondary.
- c. Refer to the special education hub on Canvas for manual updates and FAQs.
- d. Contact Matt Hreha with any questions or concerns.

E. Upper Secondary VP, Truesdell

- a. Value in Developing Strong Relationships with Direct Supervisors
 - i. Possibly the best prevention against conflict is strong relationships with supervisors.
- b. Shift to 28.5 Average per class in which grades are assigned.
- c. Remind members of guidelines for graduate credits and facilitating salary advancement that was sent out. We are here to help them navigate the process.
- d. Remind members of their Weingarten Right. Every member in a discussion with administration should ask themselves the following question:
“Could this result in discipline or a change in my placement or responsibilities?” If the answer is anything but a definitive “no”, they have the right to Federation representation; we strongly recommend exercising that right. However, the member must ask for the NAFT Representative; the administration doesn’t have to offer.
- e. Monthly building meetings and meetings with administration are an expectation of the building representative position.
- f. If someone is called for a formal conference, and that individual shares that with a building representative, a VP must be notified.
- g. Confidentiality is a must when dealing with our members.

F. Middle VP

- a. Middle Schools’ Open House is Thursday, September 17th.
- b. Check paycheck for appropriate salary step and column on September 4 pay.
- c. Reach out to new staff members to introduce yourself and invite them to join NAFT.
- d. Contact Bill Mascari with any questions or concerns.

G. Elementary VP

- a. Reach out to new hires and introduce yourself, there are lots of new faces in the buildings.
- b. Elementary Open House is Thursday, Sept. 10. Same format as previous years.
- c. Remember to meet with your Principal each month. Open lines of communication are important.
- d. Please send me a copy of your notes when you hold your monthly building meetings
- e. Building schedules were checked over the summer but could have been changed, reach out to me if you have concerns that cannot be resolved with your admin.

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- f. Contact Stephanie Conrad with any questions or concerns.
- H. Secretary, Allen
 - a. Discount Union Texts: Text "PLUS" to 22555 to sign up now!
 - b. Link to [Discounts and free stuff](#) This is my compiled list
 - c. Grad Courses! 9 Grad Credits for \$275
 - d. <https://pa.aft.org/professional-development/professional-development-graduate-courses-nine-credits-275>
 - e. Please copy Bruce on all emails forwarded to members (BAllen@northallegheny.org)
- I. Treasurer
 - a. Union dues will be deducted from 20 out of 26 pays during the year. The first deduction will take place on 9/18/26. Please check your pay to ensure the correct amount is being withdrawn

2026/27 Dues Schedule			
Category	Salary Scale	Deduction/ Pay	Annual Amount
1	\$52,646 and up	\$36.00	\$720.00
2	\$30,000 - \$52,645	\$18.90	\$378.00
3	\$15,000 - \$29,999	\$17.40	\$348.00
4	>1040 hr. Employees - \$14,999	\$14.90	\$298.00
5	1040 hr. Employees	\$7.94	\$158.80

- b. Financial statement since we met last is below (May - August, 2026)

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NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities
May 1-August 26, 2026

	Total
Income	
400 Dues	106,646.88
Total for Income	\$106,646.88
Gross Profit	\$106,646.88
Expenses	
500 Per Cap - AFT	60,959.80
505 Per Cap - PAFT	36,258.72
510 Per Cap - AFL-CIO	1,823.80
515 Per Cap - Labor Council	1,326.40
520 Insurance	1,257.84
525 Rent	7,140.00
530 Officers Salaries	23,153.66
535 Telephone	173.00
545 Office Expense	847.88
550 Equipment	3,885.42
560 Members Service	547.40
570 Gifts/Donations	1,550.00
575 Social Functions	893.53
585 General Meetings	792.56
588 Exec Council Meetings	243.41
590 Dues Rebates	17,397.30
605 Legal Defense	852.50
608 Scholarships	2,500.00
610 President's Remuneration	33,312.07
Total for Expenses	\$194,915.29
Net Operating Income	-\$88,268.41
Net Income	-\$88,268.41

c. Financial statement from the last fiscal year (September, 2025-August, 2026) is below along with the approved budget for that year

NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities
September 1, 2025-August 26, 2026

	Total		Budgeted 2025-2026
Income		Income	
400 Dues	533,717.50	400 - Dues	\$525,206.00
Total for Income	\$533,717.50	Total Income	\$525,206.00
Gross Profit	\$533,717.50		
Expenses		Expense	
500 Per Cap - AFT	182,842.68	500 - Per Cap - AFT	\$178,835.00
505 Per Cap - PAFT	108,716.03	505 - Per Cap - AFT-PA	\$105,921.00
510 Per Cap - AFL-CIO	5,484.05	510 - Per Cap - AFL-CIO	\$5,450.00
515 Per Cap - Labor Council	3,988.40	515 - Per Cap - Labor Council	\$3,965.00
520 Insurance	3,782.26	520 - Insurance	\$4,465.00
525 Rent	20,475.00	525 - Rent	\$19,800.00
530 Officers Salaries	70,292.62	530 - Officers Salaries	\$68,000.00
535 Telephone	519.00	535 - Telephone	\$520.00
540 Postage	23.40	540 - Postage	\$50.00
545 Office Expense	2,236.68	545 - Office Expense	\$2,550.00
550 Equipment	6,144.27	550 - Equipment	\$2,800.00
560 Members Service	1,541.98	560 - Members Service	\$3,000.00
565 Conventions	2,182.59	565 - Conventions	\$5,600.00
570 Gifts/Donations	3,923.78	570 - Gifts/Donations	\$3,200.00
575 Social Functions	2,309.64	575 - Social Functions	\$2,800.00
580 Negotiations	13,548.42	580 - Negotiations	\$10,000.00
585 General Meetings	1,430.26	585 - General Meetings	\$500.00
588 Exec Council Meetings	643.39	588 - Exec Council Meetings	\$500.00
590 Dues Rebates	17,397.30	590 - Dues Rebates	\$20,000.00
605 Legal Defense	6,891.46	605 - Legal Defense	\$9,000.00
606 Accounting	17,438.26	606 - Accounting	\$4,500.00
608 Scholarships	2,500.00	608 - Scholarships	\$5,000.00
610 President's Remuneration	68,254.31	610 - President's Remuneration	\$68,750.00
Total for Expenses	\$542,565.78	Total Expense	\$525,206.00
Net Operating Income	-\$8,848.28	Net Income	\$0.00
Net Income	-\$8,848.28		

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III. Committee and Board Reports

A. Retirees

- a. <https://naretired.org/>
- b. "Not Back to School" Breakfast
- c. Meeting Dates are on the forms posted in the buildings
 - i. Medicare zooms 9.16, 1.12, 3.3
 - ii. Retirement zooms 10.14, 1.19, 3.10
 - iii. Pre registration needed, info on posters in each school building
 - iv. Will hold in person meetings if enough interest

B. Foundation (Bill Mascari)

- a. NA Foundation Golf Classic is Monday, September 21 at the Sewickley Heights Country Club. Looking forward to a very successful day. Limited spaces remain.
 - i. www.northallegheny.org/golfclassic
- b. Trick or Trot 5K Race & 1 Mile Fun Run is Saturday, October 24th at Marshall Campus. Early bird discounted registration ends August 31st. Registration is now open at: northallegheny.org/trickortrot.
 - i. Motion: NAFT allocate \$250 to donate a basket for the Trick or Trot.
 1. MSVA

C. Technology Issues Committee (TIC) (Zaccari, Uhernik, Gamache)

- a. We are looking to schedule our first meeting. 9/14 at CAO
- b. Please email Kristen, Leah, or Heath if you have anything you would like added to the agenda.

D. District Advisory Team

- a. Meeting dates:
 - i. October 14
 - ii. March 3
- b. We need a DAT rep from each building to attend both meetings. Please complete this form when you have determined who the rep for your building will be: <https://forms.gle/x9JtfB7H2UdSvcx5A>

E. Membership (Allen & Petronsky)

- a. Professionals:
 - i. Please continue to reach out to new members, and remind current members of <https://www.aft.org/member-benefits>
 - ii. A list per building will be generated once the dues report is updated
 - iii. First Aid kits and info packets are available at the NAFT office. I have packaged them up by building, para and pro number count combined.
 - iv. Please be very careful to not give out to non members.
 - v. Insurance through AFT Accidental Death and Dismemberment Online Registration Only! Due Annually
 1. When completing the registration, make sure to use our local number 02097 <https://leadernet.aft.org/webform/memberlocal-beneficiary-form>
More information:

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https://www.aft.org/sites/default/files/media/2022/add_flier_aft_base_membership_chubb.pdf

vi. Deals

1. Union plus deals App

https://www.unionplus.org/?gclid=Cj0KCQjwi7GnBhDXARIsAFLvH4kMXbe7PI-mKp6OenVwExAepR2wKUfXfCgLGtFHxbbOrrdmloxrJMaAkYiEALw_wcB

2. Discounts Page

<https://docs.google.com/document/d/1j4qLLaqm5fxrCIsf0J3I5KiIHC5XYwIn9OzQAujfNBQ/edit?usp=sharing>

b. Paraprofessionals:

i. Paras - 211 Members - 145 Non-Members - 66 Participation 69%

F. Sick Leave Bank

a. Paraprofessional Chapter (Brittany Glass-NASH)

i. Open enrollment- /Sept 22

ii. 169 days/ 6 new members

b. Professional Chapter(Ray Conway)

i. The NAFT Sick Leave Bank is not assisting any members with sick days at this time. We will be accepting new member applications from now until **September 30**. Please see your building rep for an application and return it to Ray Conway @McKnight Elementary by the above listed date. New hires will contribute one day this year and one day next year. Veteran teachers who wish to join will contribute two days this year. Individuals will receive a copy of the application to confirm receipt.

ii. Contact Ray Conway at McKnight: rconway@northallegheeny.org with any questions.

G. Grievance Committee (Jenn Allen)

a. It is important to adhere to the “**Obey now, grieve later**” mantra to be certain that the safety of students and staff are maintained and that an “insubordination” charge is not issued to a member who believes that the CBA is being violated.

b. Grievance process

i. First step is very important,

1. Did they contact an administrator and check CBA Language?

H. Committee on Political Education

a. Please pay attention to the election and make a plan to vote.

I. NAFT Kindness Committee

a. The NAFT Kindness Committee’s goal is to centralize a process for recognizing and supporting our membership at large.

b. To join the NAFT Kindness Committee: <https://forms.gle/db29kzv2sN4XyMNX7>

J. Adopt-a-Highway

a. We have a vacant committee chair position.

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- b. This person is responsible to coordinate our Adopt-A-Highway program. Keep track of supplies, interact with appropriate agencies, schedule the clean-ups, solicit volunteers, etc.

IV. General Business

A. Building Rep Responsibilities

a. Communication to Building Members

- i. Share communications with building members in a timely manner.
 - 1. Have a goal of sending the email to your building members prior to the end of the school day that you received it
- ii. Do NOT make substantive changes to email communications from NAFT Officers.
- iii. You must CC the NAFT Secretary and your VP on all communications that you send on behalf of NAFT. (Just add them to your distribution list.) The NAFT Officers need to know that information is being communicated to our members.

b. Building level Labor-Management meetings with principals.

- i. Get them on the calendar at least once a month.
- ii. Exclusively between admin and NAFT Reps or Officers.
- iii. These are not to be done “as-needed.” You must put them on the calendar, otherwise they will not happen.

c. Face-to-face Building Membership Meetings

- i. At least once a month.
- ii. Our members need to know when and where to discuss NAFT concerns.

d. NAFT Building Reps are expected to complete a report each month to allow us to monitor the work you are doing in each of your buildings.

- i. It is important that NAFT leadership receives these reports in a timely manner.
- ii. The Link: <https://forms.gle/Ypgf1fotpsW2UP7y8>

e. You are expected to be a union advocate in your building who is willing to advocate on behalf of NAFT and actively work to build positive relationships with the union. If you hear people using “the union” as if it is a dirty word, please consider the source and seek to find the truth of the matter. If you are uncertain about the truth, or NAFT’s role in an issue, contact one of us to get clarification. An age-old union-busting tactic is to sow the seeds of division among union members with subtle (sometimes, not so subtle) uses of anti-union rhetoric. Don’t fall for it. Seek the truth of the matter. If you know it, don’t be afraid to speak the truth of the matter. Be a positive, pro-NAFT voice. We want NAFT to always be seen in a positive light by the people we represent. (If you feel you cannot do this, please talk with me in the very near future.)

B. Executive Council Attendance for dues reimbursement

- a. The NAFT constitution states that “any member of the Executive Council who attends at least 80% of the required meetings during the course of a school year will receive a rebate” of some portion of their annual dues.
- b. We currently have 10 required EC meetings. You must be physically present and have your attendance recorded for 8 of the 10 EC meetings to receive the dues rebate.
 - i. If you need to leave prior to the typical adjournment time, please email an officer. (There is an expectation that you will stay until the meeting is adjourned as part

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of your responsibilities as an elected representative.)

- ii. Attendance will be tracked through a roll call prior to the start of our meetings.

C. New Member Recruitment

- a. This is the time of year that we get a lot of new hires into our Professional and Paraprofessional Bargaining units.
- b. We need people to join and participate in NAFT. (Union Pride = Union Strength)
- c. The link: <http://naft.pa.aft.org/join-union>
- d. Organizer Award Raffle
 - i. Any member who has a conversation with a nonmember that mentions the benefits of belonging to NAFT is eligible to win a \$100 prize. To enter all you need to do is complete this Google Form:
 - ii. <https://forms.gle/ejm9QbVWc>

D. All NAFT members

- a. Verify that the CBA is being followed by NASD with respect to your work schedule. If you aren't sure about some aspect of this, reach out to us.
 - i. Make sure that you have a 30-minute duty free lunch.
 - ii. Be certain that you are getting the correct planning time (Discretionary and Guided) as well as a full allotment of Flextime (45 total minutes before/after school).
 - iii. You should not be scheduled for more than 150 consecutive minutes (or 3 periods) with students without at least a 15-minute break when requested.

E. NAFT Building Meetings Dates (Para & Pro)

- | | |
|--------------------|---------------------|
| a. BWE (--- & ---) | h. CMS (--- & ---) |
| b. FES (--- & ---) | i. IMS (--- & ---) |
| c. HES (--- & ---) | j. MMS (--- & ---) |
| d. IES (--- & ---) | k. NAI (--- & ---) |
| e. MCK (--- & ---) | l. NASH (--- & ---) |
| f. MES (--- & ---) | m. CAO (--- & ---) |
| g. PES (--- & ---) | |

F. General Reminders

- a. **Obey now, grieve later**
- b. **Be careful with social media (avoid it if possible)**
- c. **Arrive on time, Leave on time**
- d. **We are always being watched and most likely being recorded**
- e. **Vote whenever you get the opportunity (elections have consequences)**
- f. **KFNA**

V. Unfinished Business

A.

VI. New Business

A.

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VII. Dates To Remember ([NAFT calendar link](#))

2026-2027 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFT)

August 26
September 23
October 21
November 18
December 16
January 13
February 17
March 17
April 21
May 19

General Membership (4:15 NAI)

Wednesday, April 7, 2027

DAT (12:15 CAO)

October 14
March 3

PIC (3:00 CAO)

TBD

NAFT Socials

Labor Day Picnic --- Saturday, September 5
October
November
January
March
May 13 (Retiree Celebration)

VIII. Adjournment (5:45 p.m.)